

## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period November 21, 2009 to November 22, 2010.

1) Employment Unit: LIN Television New Haven, CT

2) Unit Members (Stations and Communities of License): WTNH-TV New Haven, CT  
WCTX-TV New Haven, CT

3) EEO Contact Information for Unit Member:

Mailing Address: 8 Elm Street New Haven, CT 06510	Telephone Number: (203) 784-8815
	Contact Person: Karen Blank
	E-mail Address: Karen.Blank@wtnh.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Sales Account Executive (2) Positions	(1) WTNH.Com (1) Professional Referral
2. New Media Sales Executive	WTNH.Com
3. Entry Level Sales Account Executive	WTNH.Com
4. New Media Sales Executive	Craigslist.Org
5. Assignment Desk Editor	WTNH.Com
6. Multi Platform Assistant	New Haven Register
7. Operations Manager	Monster.Com
8. IT Manager	Professional Referral

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## 5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>LIN TV. Internal Corporate Job Postings</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	1	No	ALL
<b>WTNH.COM <u>WWW.WTNH.COM</u></b>	Jeff Bailey	8 Elm Street New Haven, CT 06510 203-784-8888	25	No	ALL
<b>EEO Phone Line WTNH/WCTX-TV</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	0	No	ALL
<b>Greater Bridgeport education</b>	<u>Yanmin@bridgep ort.edu</u>  Yanmin Yu	126ParkAve Bridgeport, CT 800-392-3582	0	No	ALL
<b>Media Line</b>	<u>Mark.Shilestone@ Medialine.com</u>  Mark Shilestone	Medialine.com Web Site	0	No	ALL
<b>Albertus Magnus College</b>	<u>yurkowall@albert usus.edu</u>  Suzanne Wall	700 Prospect St New Haven, CT 800-578-9160	0	No	ALL
<b>Southern Connecticut State University</b>	<u>Dunkleejl@south ernct.edu</u> Prof Jerry Dunklee	1-800-500-7278	0	No	ALL
<b>Syracuse University</b>	<u>belichti@syr.edu</u> Bridget Lichtinger	Syracuse NY 315-443-1870	0	No	ALL
<b>National Association for the Advanced Color People</b>	<u>Doris.Dumas@yal e.edu</u>  Doris Dumas	400 Mount Hope Drive Baltimore, MD 21215 410-580-5777	0	No	ALL
<b>Quinnipiac University</b>	<u>Grace.Lavine@qui nnipiac.edu</u>  Grace Lavine	275 Mount Carmel Ave Hamden,CT 203-582-8200	0	No	ALL
<b>Collegiate Broadcasters</b>	<u>cbjob@mailman.ri ce.edu</u>  Mike Rice	90 South Park St. Willimantic, CT 06226 860-633-5031	0	No	ALL
<b>Springfield College</b>	<u>Dianne_B_Lyons @spfdcol.edu</u> Diane Lyons	263 Alden ST Springfield, MA 413-748-3000	0	No	ALL
<b>Central Connecticut State University</b>	<u>Ritzenhoffk@ccsu .edu</u>  Dr. Karen Ritzenhokk	1615 Stanley St New Britain St. 06050 860-832-2078	0	No	ALL
<b>Eastern Connecticut State University</b>	<u>careers@easternct. edu</u>  career officer	83 Windham St. Willimantic, CT 830-465-5000	0	No	ALL

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	
<b>Urban League of Greater Hartford</b>	<u>GeorgeSutherland@ulgh.org</u> George Sutherland	140 Woodland Street Hartford, CT 860-527-0147	0	No	ALL
<b>Briarwood College</b>	<u>lombardg@briarwood.edu</u> Geraldine Lombardge	2279 Mount Vernon Road Southington, CT 800-952-2444	0	No	ALL
<b>Connecticut College</b>	<u>irtin@conncoll.edu</u> Jack Tinker	270 Mohegan Ave., New London, CT 06320 860-447-1911	0	No	ALL
<b>Greater New Haven Education</b>	<u>JLAllen@Newhaven.edu</u> Jerry Allen	580 Ella Grasso Blvd New Haven, Ct 06510 203-865-3867	0	No	ALL
<b>Community Technical colleges of Connecticut-</b>	<u>ldomenitz@ccc.comnet.edu</u> Linda <u>DomintaR_difelice@nvcc.comnet.edu</u> Roberta DiFelica	61 Woodland St Hartford, CT 860-244-7600	0	No	ALL
<b>National Association of Hispanic Journalists</b>	<u>jobbank@nahj.org</u> Job Bank Officer	529 14 <sup>th</sup> Street NW Washington DC 20055 202-662-7145	0	No	ALL
<b>Latino American Chamber of Commerce</b>	<u>Juan@la.chamber.org</u> Juan Rodriguez	LACC Office 3512 West Fullerton Ave Chicago IL 60647 Juan RodRiguez	0	No	ALL
<b>CBA</b> Connecticut Broadcasters Association	<u>WWW.CTBA.ORG</u> Mike Rice	90 South Park St. Willimantic, CT 06226 860-633-5031	0	No	1,2,3,4
<b>New Haven Register</b> Newspaper	Newspaper Classified Ad Department	Long Wharf Drive New Haven, CT 06510 203-789-5467	4	No	1,2,6,7
<b>Jobs in CT . Com-</b>	<u>WWW.CTJOBS.COM</u>	Connecticut Unemployment source for posting Jobs	1	No	ALL
<b>Professional Referrals</b>			9	No	ALL
<b>Monster.com</b>	www.monster.com	Website	4	No	2,7
<b>Craigs List</b>	www.craigslist.com	Website	3	No	3,4
<b>Connecticut Post</b>	Newspaper Classified Ad Department	410 State Street Bridgeport,CT 06604 203-333-0161	4	No	3
<b>CareerBuilder</b>	www.careerbuilder.com	Website	3	No	4

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**6) Total # of Interviewees Referred:** For the period from 11/22/2009- to 11/21/2010 this Employment Unit interviewed 54 people for 9 full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**Initiative: Establishment of Training Program**

On November 27, 2009 WTNH/WCTX established a training program for employees to advance in a career. This program is the outline for accomplishing the objective of training broadcast journalists. The core objective of the program is to prepare an individual for potential employment in the position of working as an on-air reporter and to encourage more cultural diversity amongst those working in such roles. The Program consists of:

Training Program oversight- By the V/P News Director Kirk Varner

Off Camera Experience- Understanding general Newsroom workflow hands on

Broadcast Television writing skills- submitting written samples of broadcast writing

Newsgathering Skills- assigned to a photographer and reporter to gather the skills necessary to gather, write, and edit a news story

Technical Skills- specific training in areas of editing, photojournalism, and computer operations

News Story Production Skills- Prepare a story for broadcast, as if the story was to air in normal sense. The script and story would be prepared by the trainee.

Skill Integration and Production of Demo Roll- The ultimate goal of the program to have the trainee be fully capable as an entry-level broadcast journalist.

**(a) Initiative: training**

On May 5, 2010 Karen Blank, Office administrator who has substantial responsibility in the making of hiring decisions attended an FCC EEO Webinar hosted by Joshua Pila, LIN Media regulator counsel.

**(b) Initiative: Career Fair**

From July, 25 –August 1, 2010 Dee Sendrowski, Benefits Manager for LIN Media who has substantial responsibility in the making of hiring decisions attended the NABJ career fair held at the Manchester Grand Hyatt located in San Diego California. Dee greeted the visitors at the career informing the guests of all opened position here at WTNH/WCTX-TV.

**(c) Initiative: Internship Program**

WTNH-TV and WCTX-TV ran (2) internship programs in the summer from June 2010-August 2010 and a Fall Program from September 2009-November 2009. This program provides college students interested in mass communications, additional educational experience. Colleges participating included, Central Connecticut state University, Western Connecticut State University, University of Hartford, Albertus Magnus College, Quinnipiac University, University of New Haven, Southern Connecticut University, and Yale University in the State of Connecticut. Also New York University, Syracuse University, Hofstra College, and Marist College located in the state of New York, Endicott College located in Massachusetts, Kneen College located in New Hampshire, and West Virginia University located in West Virginia. This “hands-on” experience allows students to get an in depth look into the field of broadcasting. All 45 Intern’s were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 3 in

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Marketing/Community Affairs,3 in Promotions, 2 in Weather , 2 in Sales research, 6 in Production, 8 in Sports, and 22 in the News Department. Staff involved included Mary lee Weber, Marketing/Community Affairs Director, Tony Marinaro, Corporate Director of Research, Shannon Kane, Assignment Desk Manager, Dwight Mayhew Chief Engineer, and Janet Lopes Executive News Producer.

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## **EEO PUBLIC FILE REPORT**

This Report covers full-time vacancy recruitment data for the period November 22, 2008 to November 21, 2009.

1) Employment Unit: LIN Television New Haven, CT

2) Unit Members (Stations and Communities of License): WTNH-TV New Haven, CT  
WCTX-TV New Haven, CT

3) EEO Contact Information for Unit Member:

Mailing Address: 8 Elm Street New Haven, CT 06510	Telephone Number: (203) 784-8815
	Contact Person: Karen Blank
	E-mail Address: Karen.Blank@wtnh.com

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Internet Sales Account Executive (4) Positions	(2) New Haven Register Newspaper (1) Internal Promotion - LINTV job postings (1) Professional Referral
5. Sales Account Executive	Professional Referral
6. Sales Account Executive	WTNH.Com
7. Sales Assistant	WTNH.Com
8. General Manager	Professional Referral
9. Director of Technical Operations	WTNH.Com
10. News Content Manager	WTNH.Com
11. New Media Sales Director	Professional Referral

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## 5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>LIN TV. Corporate Job Postings</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	10	No	ALL
<b>WTNH.COM <u>WWW.WTNH.COM</u></b>	Jeff Bailey	8 Elm Street New Haven, CT 06510 203-784-8888	20	No	ALL
<b>EEO Phone Line WTNH/WCTX-TV</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	0	No	ALL
<b>Greater Bridgeport education</b>	<u>Yanmin@bridgep ort.edu</u>  Yanmin Yu	126ParkAve Bridgeport, CT 800-392-3582	0	No	ALL
<b>Media Line</b>	<u>Mark.Shilestone@ Medialine.com</u>  Mark Shilestone	Medialine.com Web Site	0	No	ALL
<b>Albertus Magnus College</b>	<u>yurkowall@albert usus.edu</u>  Suzanne Wall	700 Prospect St New Haven, CT 800-578-9160	0	No	ALL
<b>Southern Connecticut State University</b>	<u>Dunkleej1@south ernct.edu</u> Prof Jerry Dunklee	1-800-500-7278	0	No	ALL
<b>Syracuse University</b>	<u>belichti@syr.edu</u> Bridget Lichtinger	Syracuse NY 315-443-1870	0	No	ALL
<b>National Association for the Advanced Color People</b>	<u>Doris.Dumas@val e.edu</u>  Doris Dumas	400 Mount Hope Drive Baltimore, MD 21215 410-580-5777	0	No	ALL
<b>Quinnipiac University</b>	<u>Grace.Lavine@qui nnipiac.edu</u>  Grace Lavine	275 Mount Carmel Ave Hamden,CT 203-582-8200	0	No	ALL
<b>Collegiate Broadcasters</b>	<u>cbjob@mailman.ri ce.edu</u>  Michael Rice	90 South Park St. Willimantic, CT 06226 860-633-5031	0	No	ALL
<b>Springfield College</b>	<u>Dianne_B_Lyons @spfdcol.edu</u>  Dianne Lyons	263 Alden ST Springfield, MA 413-748-3000	0	No	ALL
<b>Central Connecticut State University</b>	<u>Ritzenhoffk@ccsu .edu</u>  Dr. Karen Ritzenhokk	1615 Stanley St New Britain St. 06050 860-832-2078	0	No	ALL
<b>Eastern Connecticut State University</b>	<u>careers@easternct. edu</u>  career officer	83 Windham St. Willimantic, CT 830-465-5000	0	No	ALL

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<b>Briarwood College</b>	<u>lombardg@briarwood.edu</u> Geraldine Lombardg	2279 Mount Vernon Road Southington, CT 800-952-2444	0	No	ALL
<b>Connecticut College</b>	<u>jrtin@conncoll.edu</u> Jack Tinker	270 Mohegan Ave., New London, CT 06320 860-447-1911	0	No	ALL
<b>Greater New Haven Education</b>	<u>JLAllen@Newhaven.edu</u> Jerry Allen	580 Ella Grasso Blvd New Haven, Ct 06510 203-865-3867	0	No	ALL
<b>Hire a Hero Military Community Network</b>	<u>www.Hireahero.org</u> Chrissy Laughlin	5425 College Ave Oakland, CA 94618 866-447-3243	0	No	7,8,9,10,11
<b>Community Technical colleges of Connecticut-</b>	<u>ldomenitz@ccc.mnet.edu</u> <u>R.difelice@nvcc.mnet.edu</u> Linda Domenita and Roberta DiFelica	61 Woodland St Hartford, CT 860-244-7600	0	No	ALL
<b>National Association of Hispanic Journalists</b>	<u>jobbank@nahj.org</u> Job Bank Officer	529 14 <sup>th</sup> Street NW Washington DC 20055 202-662-7145	0	No	ALL
<b>Naugatuck Valley Community College</b>	<u>www.nvcc.commnet.edu</u> Martiza Tiru	750 Chase Parkway Waterbury, CT 06708 203-575-8233	0	No	10,11
<b>Saint Joseph's College</b>	<u>careercenter@sjc.edu</u> Katie Slater	1678 Asylum Avenue, West Hartford, Connecticut, 06117 1-860-232-4571	0	No	ALL
<b>Latino American Chamber of Commerce</b>	<u>Juan@la.chamber.org</u> Juan Rodriguez	LACC Office 3512 West Fullerton Ave Chicago IL 60647 Juan RodRiguez	0	No	9,11,12
<b>CBA</b> Connecticut Broadcasters Association	<u>WWW.CTBA.ORG</u>	90 South Park St. Willimantic, CT 06226 860-633-5031	1	No	ALL
<b>New Haven Register Newspaper</b>	Newspaper Classified Ad Department	Long Wharf Drive New Haven, CT 06510 203-789-5467	7	No	1,2,3,4,6,7 9,11
<b>Broadcast Engineering.com</b>	<u>www.Broadcastengineering.com</u>	Website	0	No	9
<b>Jobs in CT . Com-</b>	<u>WWW.CTJOBS.COM</u>	Connecticut Unemployment source for posting Jobs	1	No	5,6, 10,11
<b>Professional Referrals</b>			21	No	ALL
	<b>Tim Martelone</b>				7,8,9,10,11

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**6) Total # of Interviewees Referred:** For the period from 11/22/2008- to 11/21/2009 this Employment Unit interviewed 60 people for 11 full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Career Fair**

On March 30, 2009 Karen Blank, Office administrator who has substantial responsibility in the making of hiring decisions and Christine Ferrucci, Assistant attended a career fair held at Naugatuck Valley Community College. At the Career fair Karen and Christine spoke to the students interested in Communications, journalism, and engineering with-in the television industry. The students were given hand outs of the various careers in television as well as job positions with in the industry.

**(b) Initiative: Career Fair**

On April 30, 2009 MaryLee Weber, Marketing and Community Affairs Director who has substantial responsibility in the making of hiring decisions attended Meriden and Wallingford first ever Career Pathway Fair held at the Holiday Inn located in North Haven, CT Attended was over 800 10<sup>th</sup>, 11<sup>th</sup>, and 12<sup>th</sup> graders. The WTNH Weather lab was there with Meteorologist Gill Simmons who spoke to the student about careers in the television industry with a focus on weather. Hands on Presentation was shown to these students through WTNH/WCTX Portable Weather lab.

**(c) Initiative: Internship Program**

WTNH-TV and WCTX-TV ran (2) internship programs in the summer from June 2009-August 2009 and a Fall Program from September 2009-November 2009. This program provides college students interested in mass communications, additional educational experience. Colleges participating included Fairfield University, Middlesex Community College, Sacred Heart University, Emerson, Central Connecticut state University, western Connecticut state University, eastern Connecticut State University, University of Hartford, Bates College, Albertus Magnus College, Quinnipiac University, University of New Haven, and the Connecticut School of Broadcasting in the State of Connecticut. Also New York University, NY, Indiana University, IN, and Arizona State University, AZ. This "hands-on" experience allows students to get an in depth look into the field of broadcasting. All 32 Intern's were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 3 in Marketing/Community Affairs, 4 in Weather, 2 in Sales research, 2 in Production, 3 in Sports, and 19 in the News Department. Staff Involved included Mary lee Weber, Marketing/Community Affairs Director, Tony Marinaro, Corporate Director of Research, Shannon Kane, Assignment Desk Manager, Jamie Holowaty Broadcast Operations Manager, and Janet Lopes Executive News Producer.

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**(d) Initiative:**

On Monday June 29, 2009 Gil Simmons WTNH Meteorologist was a key note speaker for the Leadership Center. Gill spoke about the careers in the television as well as his own experiences in the industry. The mission of the Leadership Center is to identify aspiring community leaders and support their growth through leadership training and community education so that they may serve as catalysts for positive change in the Greater New Haven Community. The leadership center helps provide scholarships for participants from the not-for-profit sector to receive the same leadership training as representatives from the corporate and government sectors, resulting in an expansive leadership network.

**Initiative:**

Disseminating upper level positions to groups with large participation of minorities and women.  
Position #8

**Initiative:**

Outreach Not Related to a Specific Position – LIN Television Scholarship disseminated to groups with large participation of minorities and woman

**Initiative:**

Outreach Not Related to a Specific Position – The employment regularly airs PSAs stating the employment unit's non-discrimination policy and generally requesting that individuals contact the station for employment opportunities."

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**This Report covers full-time vacancy recruitment data for the period November 22, 2007 to November 21, 2008.**

**1) Employment Unit: LIN Television New Haven, CT**

**2) Unit Members (Stations and Communities of License):** WTNH-TV New Haven, CT  
WCTX-TV New Haven, CT

**3) EEO Contact Information for Unit Member:**

Mailing Address: 8 Elm Street New Haven, CT 06510	Telephone Number: (203) 784-8815
	Contact Person: Karen Blank
	E-mail Address: Karen.Blank@wtnh.com

**4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
1. Associate Producer	WTNH.Com
2. Web Content Producer	WTNH.Com
3. Photographer	Professional Referral
4. Graphic Artist	WTNH.Com
5. Internet Account Executive	WTNH.Com
6. Producer/Coordinator	LIN TV Job Posting
7. Technical Engineer	WTNH.Com
8. Editor	LIN TV Job Posting
9. Producer	Professional Referral
10. New Media Director of Sales	WTNH.Com

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### 5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>LIN TV. Internal Corporate Job Postings</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	2	No	ALL
<b>WTNH.COM <u>WWW.WTNH.COM</u></b>	Jeff Bailey	8 Elm Street New Haven, CT 06510 203-784-8888	29	No	ALL
<b>EEO Phone Line WTNH/WCTX-TV</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	1	No	ALL
<b>Greater Bridgeport education</b>	<u>Yanmin@bridgep ort.edu</u> Yanmin Yu	126ParkAve Bridgeport, CT 800-392-3582	0	No	ALL
<b>Media Line</b>	<u>Mark.Shilestone@ Medialine.com</u> Mark Shilestone	Medialine.com Web Site	0	No	ALL
<b>Albertus Magnus College</b>	<u>yurkowall@albert us.edu</u> <u>awilson@cc.albert us.edu</u> Suzanne Wall and Amy Wilson	700 Prospect St New Haven, CT 800-578-9160	0	No	ALL
<b>Southern Connecticut State University</b>	<u>Dunkleejl@south ernct.edu</u> Prof Jerry Dunklee	501 Crescent Street New Haven, CT, 06515 1-800-500-7278	0	No	ALL
<b>Syracuse University</b>	<u>belichti@syr.edu</u> Bridget Lichtinger	306 Steele Hall Syracuse, NY 13244 315-443-1870	0	No	ALL
<b>National Association for the Advanced Color People</b>	<u>Doris.Dumas@yal e.edu</u> Doris Dumas	400 Mount Hope Drive Baltimore, MD 21215 410-580-5777	0	No	ALL
<b>Quinnipiac University</b>	<u>Grace.Lavine@qui nnipiac.edu</u> Grace Lavine	275 Mount Carmel Ave Hamden, CT 203-582-8200	0	No	ALL
<b>Collegiate Broadcasters</b>	<u>cbjob@mailman.ri ce.edu</u> Michael Rice	90 South Park St. Willimantic, CT 06226 860-633-5031	0	No	ALL
<b>Mitchell College</b>	<u>Perry_l@mitchell. edu</u> Dr. Linda Perry	437 Pequot Avenue New London, CT 06320-4498 860- 701-5000	0	No	ALL

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<b>Central Connecticut State University</b>	<a href="mailto:Ritzenhoffk@ccsu.edu">Ritzenhoffk@ccsu.edu</a> Dr. Karen Ritzenhoffk	1615 Stanley St New Britain St. 06050 860-832-2078	0	No	ALL
<b>Eastern Connecticut State University</b>	<a href="mailto:careers@easternct.edu">careers@easternct.edu</a> career officer	83 Windham St. Willimantic, CT 830-465-5000	0	No	ALL
<b>Springfield College</b>	<a href="mailto:Dianne_B_Lyons@spfdcol.edu">Dianne_B_Lyons@spfdcol.edu</a> Dianne Lyons	263 Alden ST Springfield, MA 413-748-3000	0	No	ALL
<b>Urban League of Greater Hartford</b>	<a href="mailto:GeorgeSutherland@ulgh.org">GeorgeSutherland@ulgh.org</a> George Sutherland	140 Woodland Street Hartford, CT 860-527-0147	0	No	ALL
<b>Briarwood College</b>	<a href="mailto:lombardg@briarwood.edu">lombardg@briarwood.edu</a> Geraldine Lombardg	2279 Mount Vernon Road Southington, CT 800-952-2444	0	No	ALL
<b>Connecticut College</b>	<a href="mailto:jrtin@conncoll.edu">jrtin@conncoll.edu</a> Jack Tinker	270 Mohegan Ave., New London, CT 06320 860-447-1911	0	No	ALL
<b>Greater New Haven Education</b>	<a href="mailto:JLAllen@Newhaven.edu">JLAllen@Newhaven.edu</a> Jerry Allen	580 Ella Grasso Blvd New Haven, Ct 06510 203-865-3867	0	No	ALL
<b>Saint Joseph College</b>	<a href="mailto:carercenter@sjc.edu">carercenter@sjc.edu</a> Katie Slater	1678 Asylum Avenue West Hartford, CT, 06117 860-232-4571	0	No	ALL
<b>Community Technical colleges of Connecticut-</b>	<a href="mailto:ldomenitz@ccc.mnet.edu">ldomenitz@ccc.mnet.edu</a> <a href="mailto:R.difelice@nvcc.com">R.difelice@nvcc.com</a> <a href="mailto:mnet.edu">mnet.edu</a> Linda Domenita and Roberta DiFelica	61 Woodland St Hartford, CT 860-244-7600	0	No	ALL
<b>National Association of Hispanic Journalists</b>	<a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a> Job Bank Officer	529 14 <sup>th</sup> Street NW Washington DC 20055 202-662-7145	0	No	ALL
<b>Job Thread</b>	<a href="http://www.jobthread.com">www.jobthread.com</a>	Website	0	No	9
<b>CBA</b> Connecticut Broadcasters Association	<a href="http://WWW.CTBA.ORG">WWW.CTBA.ORG</a>	90 South Park St. Willimantic, CT 06226 860-633-5031	0	No	ALL
<b>NAB</b> National Association of Broadcasters	<a href="http://WWW.NAB.ORG">WWW.NAB.ORG</a>	1771 N Street, NW Washington, DC 20306 202-429-5300	1	No	1,2,4,5,6,7,8
<b>New Haven Register</b>	Newspaper Classified Ad Department	Long Wharf Drive New Haven, CT 06510 203-789-5467	0	No	1,2,3,4,6,10
<b>Career Builder</b>	<a href="http://WWW.CareerBuilder.Com">WWW.CareerBuilder.Com</a>	Web Site	2	No	2,9
<b>Internship Program WTNH/WCTX TV</b>	Mary Lee Weber	8 Elm Street New Haven, CT 06510 203-784-8888	0	No	0

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>TV Jobs Web Site</b>	<a href="http://WWW.TVJOBS.COM">WWW.TVJOBS.COM</a>	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	5	No	9,10
<b>Professional Referrals</b>		8 Elm Street New Haven CT 06510	13	No	ALL
<b>NABEF</b> National Association of Broadcasters Education	Michelle Duke	1771 N Street NW Washington, DC 20036 202-429-5300	0	No	3
<b>New Hartford Courant</b>	Newspaper Classified Department	285 Broad Street Wethersfield, CT 06109 800-472-7377	0	No	8,9
<b>Unknown</b>			5	No	0
<b>Monster Web Site</b>	<a href="http://www.monster.com">www.monster.com</a>	Website	4	No	1,10
<b>TV Spy</b>	<a href="http://www.tvspy.com">www.tvspy.com</a>	Website	1	No	1,8,9
<b>Jobs in CT . Com-</b>	<a href="http://WWW.CTJOBS.COM">WWW.CTJOBS.COM</a> 29	Web site	0	No	4,5,6,7,8

**6) Total # of Interviewees Referred:** For the period from 11/22/2007- to 11/21/2008 this Employment Unit interviewed 63 people for 10 full-time job vacancies.

**7) Supplemental Recruitment Initiatives.**

**(a) Initiative: Career Fair**

On April 25, 2008 Karen Blank, Office administrator and Kristie Kroha Associate Producer attended a career fair held at Lyman Hall High School in Wallingford, Connecticut. At the Career fair Kristie and Karen explained to students the importance of continuing education through college courses. To the students interested in Communications, journalism, and engineering with-in the television industry. The students were given hand outs of the various careers in television and later quizzed on these handouts. Prizes were awarded to students.

**(b) Initiative: Job Shadow-(8)**

During the months of January through October 2008 WTNH/WCTX-TV ran Job Shadows for high school students interested in careers in the Television Broadcast Industry. The students participated in the News department, Technical department, Editing department, and Marketing department. Students received an opportunity to shadow during live broadcasts in the control room as well as being involved in the daily News meetings with Assistant News Director Virginia Fisher, Assignment desk Manager, Shannon Kane, Reporter Erin Cox, and producer Kristina Brito. They discussed the stories to be placed in the evening news casts. The students worked with writers and producers who gather the facts for the story and learned how it is all placed on air. They learned about marketing and research techniques how the ratings affect the News. The students had the opportunity to explore the television industry before they journey off to college. The schools involved in Job Shadows were Cheshire High School, Plainfield High school, Kennedy High School, Branford High School, Common ground High School and North Haven High School in Connecticut. There was a total of 7 Student Job Shadows that took place.

**(c) Initiative: Job Fair**

CBA (Connecticut Broadcasters Association) sponsored a job fair held May 12, 2008 at the Holiday Inn, in North Haven, Connecticut. Participation for WTNH/WCTX was Christine Ferrucci, Executive Assistant, and Karen Blank, Office Administrator. The participant of WTNH/WCTX-TV has substantial credit in the responsibility of hiring. Advertisement for the Job Fair was held on our web site wtnh.com. WTNH/WCTX-TV received 59 resumes at the job fair which was distributed to the Department Heads for review.

**(d) Initiative: Internship Program**

WTNH-TV and WCTX-TV ran (2) internship programs in the summer from June 2008-August 2008 and a Fall Program from September 2008-November 2008. This program provides college students interested in mass communications, additional educational experience. Colleges participating included Fairfield University, Middlesex Community College, Sacred Heart University, Emerson, Central Connecticut state University, western Connecticut state University, eastern Connecticut State University, University of Hartford, Bates College, Albertus Magnus College, Quinnipiac University, University of New Haven, and the Connecticut School of Broadcasting in the State of Connecticut. Also New York University, NY, Indiana University, IN, and Arizona State University, AZ. This "hands-on" experience allows students to get an in depth look into the field of broadcasting. All 32 Intern's were credited from their colleges for their internship program here at WTNH/WCTX-TV. The Internship programs were held in various departments. 5 in Marketing/Community Affairs, 2 in Web, 6 in Production, 3 in Sports, and 16 in the News Department. Staff Involved included Connie Fitch Marketing/Community Affairs Manager, Mary lee Weber, Marketing/Community Affairs Director, Tony Marinaro, Corporate Director of Research, Shannon Kane, Assignment Desk Manager, Jamie Holowaty Broadcast Operations Manager, and Virginia fisher, Assistant News Director.

**Initiative: Entrepreneurship Week**

On February 27, 2008 at Gateway Community College, New Haven, CT. WTNH/WCTX-TV News Meteorologist / Anchor Geoff Fox was a part of a panel discussion for students entitled "Communication Skills". Geoff spoke to the students in depth about early the early part of his career in the Communication/television industry. He stressed to the students the importance of developing good communication skills.

**Initiative: Junior Achievement (JA) Business Hall of Fame**

April 29, 2008 WTNH/WCTX-TV News Anchor Jocelyn Maminta Hosted the 28<sup>th</sup> annual induction into the Junior Achievement Business Hall of Fame. The event honors men and woman who have made distinguished contributions to the prosperity of the region through leadership in business and community.

**Initiative: Community Readers Day**

September 26, 2008 WTNH/WCTX-TV Reporter Jodi Latina went to Hamden Public School and participated in a class commencing Readers Day for the Hamden Public School System. Jodi read to the first grade class from new books which were donated to the school on behalf of the Hamden Education Foundation.

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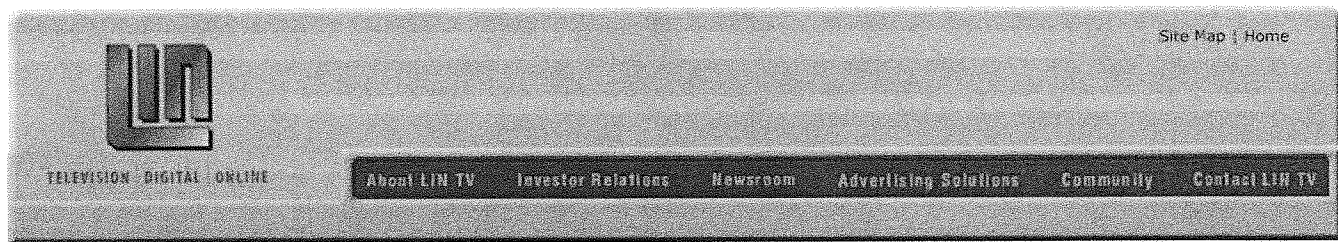


**Initiative: Woman & Life Center (WFLC) on “Politics, Woman, & the Media”**

October 22, 2008 WTNH/WCTX-TV News Anchor Jocelyn Maminta participated in a panel discussion for the WFLC. Jocelyn presented her presentation on the Media Industry from a woman’s perspective and the relationship between politics in the News Television Industry.

**Initiative:**

Outreach Not Related to a Specific Position – The employment regularly airs PSAs stating the employment unit’s non-discrimination policy and generally requesting that individuals contact the station for employment opportunities.”



## Advertising Solutions

For generations, LIN TV's television stations have been the preferred choice for local and national broadcast advertising. The Company's proprietary process called Optimum Effect Advertising™ (OEA) maximizes clients' budgets by creating a customized marketing program that is tailored to the target audience in each market and their viewing preferences.



Today, LIN TV is taking the lead in reshaping mass media and creating more advanced marketing opportunities for its clients by integrating television, digital and online products to reach a broad and dynamic audience.

### ADVERTISING SOLUTIONS

#### Fact

More than four million unique visitors per month turn to LIN TV's station websites to access top local news stories and streaming video; live, real-time traffic and weather conditions; sports highlights; community events; lifestyle and entertainment; and special interest blogs and forums.

## Multiplatform Solutions

OEA utilizes all of LIN TV's multiplatform assets, including its market-leading news, top-rated syndicated programs, new and unique hyper-local programming, award-winning local commercial production and a robust suite of online solutions, including website streaming video, PDA and Mobile applications. The result is a multiplatform solution for local and regional advertisers that capitalizes on the myriad of ways consumers get their information.

For regional and national advertisers, LIN TV's 27 stations in 17 mid-size markets, primarily located in the nation's top 75 "designated marketing areas," according to Nielsen, can be combined to offer great reach, especially in the Midwest and New England. With a single point of contact in each market, these regional solutions offer flexibility and creativity.

To inquire about multi-market advertising opportunities, contact LIN TV at [information@lintv.com](mailto:information@lintv.com).

*LIN TV does not discriminate in the sale of advertising time, and will accept no advertising which is placed with an intent to discriminate on the basis of race or gender. Any advertiser certifies that it is not buying broadcasting air time on LIN TV's stations for a discriminatory purpose, including but not limited to decisions not to place advertising on particular stations on the basis of race or gender.*

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## EEO PUBLIC FILE REPORT

This Report covers full-time vacancy recruitment data for the period 12/1/2006 to 11/21/2007.

1) Employment Unit: LIN Television New Haven, CT

2) Unit Members (Stations and Communities of License): WTNH-TV New Haven, CT  
WCTX-TV New Haven, CT

3) EEO Contact Information for Unit Member:

Mailing Address:  8 Elm Street New Haven, CT 06510	Telephone Number: (203) 784-8815
	Contact Person: Karen Blank
	E-mail Address: <a href="mailto:Karen.Blank@wtnh.com">Karen.Blank@wtnh.com</a>

4) List all Full-Time Job Vacancies Filled by Each Station in the Employment Unit.

Job Title	Recruitment Source Referring Hiree
1. Associate Producer	WTNH.COM
2. Technical Engineer	WTNH.COM
3. Graphic Artist	Quinnipiac University
4. Photographer	LIN TV internal Job Postings
5. News Reporter	LIN TV Internal Job Postings
6. Associate Producer	WTNH.COM
7. Executive Assistant	New Haven Register
8. IT Assistant	LIN TV Internal Job Postings

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**4) Full-Time Job Vacancies Filled by Each Station. (cont.)**

<b>Job Title</b>	<b>Recruitment Source Referring Hiree</b>
9. Associate Producer	LIN TV Internal Postings
10. Webmaster	Career Builder.com
11. Traffic Assistant	WTNH.COM
12. Sales Assistant	Internship Program
13. Sales Marketing Assistant	Internship Program
14. Internet Sales Director	WTNH.COM
15. Sales Account Executive	WTNH.COM
16. Associate Producer	WTNH.COM
17. News Reporter	WTNH.COM
18. Assignment Desk	WTNH.COM
19. Associate Producer	WTNH.COM
20. Graphic Artist	Eastern Connecticut University
21. Webmaster	Careerbuilder.Com
22. Sales Assistant	WTNH.COM
23. Internet Account Executive	Professional Referral
24. Photographer	Professional Referral
25. Account Executive	Professional Referral

## 5) Recruitment Source List

Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Interviewees Referred by This Source	Did Source Request Notification? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>LIN TV. Internal Corporate Job Postings</b>	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	2-25	No	4,5,8,9
<b>WTNH.COM</b> <a href="http://WWW.WTNH.COM">WWW.WTNH.COM</a>	Jeff Bailey	8 Elm Street New Haven, CT 06510 203-784-8888	1-25	No	1,2,6,11,14,15,16,17,18,19,22
<b>EEO Phone Line</b> WTNH/WCTX-TV	Karen Blank	8 Elm Street New Haven, CT 06510 203-784-8888	1-25	No	
<b>Greater Bridgeport education</b>	<a href="mailto:Yanmin@bridgeport.edu">Yanmin@bridgeport.edu</a>	126ParkAve Bridgeport, CT 800-392-3582	1-25	No	
<b>Wesleyan University</b>	<a href="mailto:afoster@wesleyan.edu">afoster@wesleyan.edu</a>	237 High Street Middletown, CT 860-685-2180	1-25	No	
<b>Albertus Magnus College</b>	<a href="mailto:awilson@cc.albertus.edu">awilson@cc.albertus.edu</a> <a href="mailto:yurkowall@albertus.edu">yurkowall@albertus.edu</a>	700 Prospect St New Haven, CT 800-578-9160	1-25	No	
<b>Southern Connecticut State University</b>	<a href="mailto:Dunkleej1@southernct.edu">Dunkleej1@southernct.edu</a> <a href="mailto:admin@mycampushookup.com">admin@mycampushookup.com</a> <a href="mailto:Princegl@southernct.edu">Princegl@southernct.edu</a>	1-800-500-7278	1-25	No	
<b>Syracuse University</b>	<a href="mailto:belichti@syr.edu">belichti@syr.edu</a>	Syracuse NY 315-443-1870	1-25	No	
<b>National Association for the Advanced Color People</b>	<a href="mailto:Doris.Dumas@yale.edu">Doris.Dumas@yale.edu</a>	400 Mount Hope Drive Baltimore, MD 21215 410-580-5777	1-25	No	
<b>Quinnipiac University</b>	<a href="mailto:Caryn.Crane@quinnipiac.edu">Caryn.Crane@quinnipiac.edu</a> <a href="mailto:Grace.Levive@quinnipiac.edu">Grace.Levive@quinnipiac.edu</a>	275 Mount Carmel Ave Hamden, CT 203-582-8200	1-25	No	3
<b>Collegiate Broadcasters</b>	<a href="mailto:cbjob@mailman.rice.edu">cbjob@mailman.rice.edu</a>	90 South Park St. Willimantic, CT 06226 860-633-5031	1-25	No	
<b>Springfield College</b>	<a href="mailto:Dianne_B_Lyons@spfdcol.edu">Dianne_B_Lyons@spfdcol.edu</a>	263 Alden ST Springfield, MA 413-748-3000	1-25	No	
<b>Central Connecticut State University</b>	<a href="mailto:Ritzenhoffk@ccsu.edu">Ritzenhoffk@ccsu.edu</a>	1615 Stanley St New Britain St. 06050 860-832-2078	1-25	No	
<b>Mitchell college</b>	<a href="mailto:Perry_l@mitchell.edu">Perry_l@mitchell.edu</a>	437 Pequot Rd New London, CT 860-701-5000	1-25	No	
<b>Eastern Connecticut State University</b>	<a href="mailto:careers@easternct.edu">careers@easternct.edu</a>	83 Windham St. Willimantic, CT 830-465-5000	1-25	No	20

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notificatio n? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>Urban League of Greater Hartford</b>	<a href="mailto:GeorgeSutherland@ulgh.org">GeorgeSutherland@ulgh.org</a>	140 Woodland Street Hartford, CT 860-527-0147	1-25	No	
<b>Briarwood College</b>	<a href="mailto:lombardg@briarwood.edu">lombardg@briarwood.edu</a>	2279 Mount Vernon Road Southington, CT 800-952-2444	1-25	No	
<b>Connecticut College</b>	<a href="mailto:jrtin@conncoll.edu">jrtin@conncoll.edu</a>	270 Mohegan Ave., New London, CT 06320 860-447-1911	1-25	No	
<b>Greater New Haven Education</b>	<a href="mailto:JLAllen@Newhaven.edu">JLAllen@Newhaven.edu</a>	580 Ella Grasso Blvd New Haven, Ct 06510 203-865-3867	1-25	No	
<b>Saint Joseph College</b>	<a href="mailto:carercenter@sjc.edu">carercenter@sjc.edu</a>	1678 Asylum Avenue West Hartford, CT, 06117 860-232-4571	1-25	No	
<b>Community Technical colleges of Connecticut-</b>	<a href="mailto:ldomenitz@ccc.commnet.edu">ldomenitz@ccc.commnet.edu</a> <a href="mailto:R.difelice@nvcc.commnet.edu">R.difelice@nvcc.commnet.edu</a> <a href="mailto:merviv@txcc.commnet.edu">merviv@txcc.commnet.edu</a>	61 Woodland St Hartford, CT 860-244-7600	1-25	No	
<b>National Association of Hispanic Journalists</b>	<a href="mailto:jobbank@nahj.org">jobbank@nahj.org</a>	529 14 <sup>th</sup> Street NW Washington DC 20055 202-662-7145	1-25	No	
<b>Television Bureau of Advertising</b>	<a href="http://WWW.TVB.ORG">WWW.TVB.ORG</a>	3 East 54th Street, 10th Floor, New York, NY 10022 212- 486-1111	3	No	
<b>CBA</b> Connecticut Broadcasters Association	<a href="http://WWW.CTBA.ORG">WWW.CTBA.ORG</a>	90 South Park St. Willimantic, CT 06226 860-633-5031	1-25	No	
<b>NAB</b> National Association of Broadcasters	<a href="http://WWW.NAB.ORG">WWW.NAB.ORG</a>	1771 N Street, NW Washington, DC 20306 202-429-5300	1-25	No	
<b>New Haven Register</b>	Newspaper Classified Ad Department	Long Wharf Drive New Haven, CT 06510 203-789-5467	3,4,7,8,10,11, 12,15,20,21,22 24	No	7
<b>Career Builder</b>	<a href="http://WWW.CareerBuilder.Com">WWW.CareerBuilder.Com</a>	Web Site	10,21	No	10,21
<b>Internship Program WTNH/WCTX TV</b>	Mary Lee Weber	8 Elm Street New Haven, CT 06510 203-784-8888	12,13	No	12,13
<b>Spots-N-Dots</b>	<a href="http://WWW.SPOTSNDOTS.COM">WWW.SPOTSNDOTS.COM</a>	Web Site	14,25	No	
<b>Television Bureau of Advertising Online-</b>	<a href="http://www.tvb.org">www.tvb.org</a>	Web Site	3,12,13	No	
<b>Broadcast and Cable</b>	Classified Ad Department	Magazine (646) 746-7081	2	No	

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Name of Organization Notified of Job Vacancy:	Contact Person	Address and Phone Number:	# of Inter- viewees Referred by This Source	Did Source Request Notificatio n? (Yes or No)	Full Time Positions for Which This Source Was Utilized
<b>Jobs in CT . Com-</b>	<a href="http://WWW.CTJOBS.COM">WWW.CTJOBS.COM</a>	Web site	14,22	No	
<b>TV Jobs Web Site</b>	<a href="http://WWW.TVJOBS.COM">WWW.TVJOBS.COM</a>	Broadcast Employment Services P.O. Box 4116 Oceanside, CA 92052 800-374-0119	1	No	
<b>Professional Referrals</b>			1-25	No	23,24,25
<b>NABEF</b> National Association of Broadcasters Education	Michelle Duke	1771 N Street NW Washington, DC 20036  202-429-5300	4,11,13,24	No	
<b>Media Line</b>	<a href="http://WWW.MEDIALINE.COM">WWW.MEDIALINE.COM</a>	PO. Box 51909 Pacific Grove, CA 93950 800-237-8073	7,8	No	
<b>Indeed Web Site</b>	<a href="http://www.Indeed.Com">www.Indeed.Com</a>	Website	20	No	
<b>Advertising Age</b>	Classified Department <a href="http://www.adage.com">www.adage.com</a>	Magazine	14	No	
<b>ADWEEK</b>	Classified Department <a href="http://www.adweek.com">www.adweek.com</a>	Magazine	14	No	
<b>New London Day</b>	Newspaper Classified Department	47 Eugene O'Neil Dr New London, CT 06320 860-437-3118	14	No	

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**6) Total # of Interviewees Referred:** For the period from 12/1/2006 to 11/21/2007 this Employment Unit interviewed 149 people for full-time job vacancies.

**7) Supplemental Recruitment Initiatives**

**(a) Initiative: Internship Program**

WTNH-TV and WCTX-TV internship program ran from June 2007-August 2007. This program provides college students interested in mass communications, additional educational experience. Colleges participating included CT. School of Broadcasting, Ithaca College, Quinnipiac University, Sacred Heart University, Southern CT State College, Bridgeport University, University of Connecticut, Western CT State University, Central Connecticut State University, Eastern Connecticut State University, Rowen University, Brooklyn College, Columbia University, Yale University, and Binghamton University. This "hands-on" experience allows students to get an in-depth look into the field of broadcasting. All 17 Intern's were credited from their colleges for their internship program here at WTNH/WCTX-TV. The internship programs were held in various departments. 1 in Creative Services department, 2 in Marketing/Community Affairs, 3 in Sports, and 11 in the News department. Staff involved include: Richard Connolly, Promotions Manager, Mary Lee Weber, Marketing Manager, Jon Hitchcock, V/P General Station Manager, Tony Marinaro, Research Director, Shannon Kane, News desk Manager, Veronica Douglas, News Special Projects Manager, and Paul Spingola, Director of Creative Services.

**(b) Initiative: Job Fair**

CBA (CT Broadcasters Association) sponsored a job fair held May 21, 2007 at the Courtyard Marriot Hotel in Waterbury, Connecticut. Participation for WTNH/WCTX was by Karen Blank, Business Office Administrator, Christine Ferrucci, Executive Assistant and MaryLee Weber Marketing Manager. The participant of WTNH/WCTX-TV have substantial credit in the responsibility of hiring. Advertisement promoting the job fair also placed on our website wtnh.com. WTNH/WCTX received 27 resumes at the job fair which were distributed to Department Heads for review.

**(c) Initiative: Connecticut Broadcasters Association Scholarship Program**

5/12/2007 Jon Hitchcock, President and General Manager of WTNH/WCTX-TV was on a scholarship committee. Jon spent many hours serving on this committee with the Connecticut Broadcasters Association and had the difficult job of picking 4 scholarship recipients.

**(d) Initiative: Connecticut Career Choices**

7/2005 MaryLee Weber, Marketing Manager coordinated with Connecticut Career Choices to give students a first hand look at the television industry. WTNH/WCTX-TV provided presentations from various departments teaching the students about the many different careers with in the television television/broadcasting industry. This event was hosted at WTNH/WCTX-TV in New Haven, CT

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**(e) Initiative: Career Day**

03/6/07 MaryLee Weber, Marketing Manager was a Guest Presenter at a Career day held at Sacred Heart Academy School. This career day exposed students to exciting career opportunities in the television/broadcasting industry.

**(f) Initiative: Older America's Month**

5/11/2007 Jocelyn Maminta, News Anchor for WTNH/WCTX-TV was a keynote speaker at Gateway Community College in North Haven, Connecticut. Jocelyn spoke about her professional career as a broadcast Journalist and News Anchor in the television industry.

**(g) Initiative: Quinnipiac University Careers in Journalism**

10/4/2007 Crystal Haynes, News reporter for WTNH/WCTX-TV spoke to Quinnipiac students involved in Media Studies classes. Crystal spoke at Quinnipiac University in Hamden, CT about careers in the broadcast journalism industry.